

Bsd Publishers Society Inc

Executive Director / CEO

EIN 455403682

NY · NTEE A33

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Menachem Weiss, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **513** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Menachem Weiss — reported title “Director, CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A33).
BUDGET	Total revenue between \$65,844 and \$147,414 — 0.67x to 1.50x the subject's \$98,276 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

513 organizations qualified on sector, size, and geography → **513** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,815	\$11,413	\$25,845	\$46,553	\$68,208	\$18,000
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wei-hwa Chinese School	VA	\$98,248	Principal	\$2,376	\$2,539	2023
Person County Museum Of History Inc	NC	\$98,322	Executive Director	\$39,000	\$43,316	2024
Discipleship Tape Ministries Inc	TX	\$98,388	President	\$26,250	\$28,225	2024
Brenham Maifest Association	TX	\$97,786	Director- Marketing	\$3,000	\$3,226	2024
Chamber Orchestra Of Southern	MD	\$97,759	Music Direct	\$18,220	\$17,838	2025
Historic St Mary's Mission Inc	MT	\$97,317	Executive Director	\$24,249	\$28,096	2024
Southern Hills Arts Council	OH	\$97,274	Director Of Operations	\$15,000	\$17,582	2023
Pembina County Historical Society	ND	\$97,239	Museum Curator	\$11,036	\$13,018	2024
Small Wonder Puppet Theatre Inc	NY	\$97,235	Executive Director	\$55,215	\$53,631	2024
Cornerstone Community Radio Inc	FL	\$99,320	President	\$56,220	\$56,770	2024
St Albans Historical Society Inc	VT	\$97,194	Executive Director	\$34,154	\$35,999	2025
Hopewell Valley Arts Council Inc	NJ	\$97,191	Executive Director	\$31,797	\$30,516	2024
Exchange Arts	PA	\$99,483	Executive Director	\$51,674	\$57,027	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Signal And Cyber Museum Society	GA	\$99,556	Executive Director	\$10,000	\$10,808	2024
Picco Music Academy Inc	CA	\$96,948	President	\$15,500	\$14,386	2024
Focus On Children United For Success Inc	MD	\$96,901	Chairman	\$11,217	\$11,272	2024
Ensemble For The Romantic Century	NY	\$99,658	President	\$12,000	\$12,000	2023
Indigenous Peoples' Day Philly	PA	\$96,719	Cofounder, I	\$9,990	\$11,025	2023
Mechanicsburg Museum Association	PA	\$99,879	Treasurer	\$5,200	\$5,574	2024
Old Santa Fe Association Inc	NM	\$96,670	Executive Di	\$69,783	\$80,677	2024
Rolf And Alice Klep Educational And	OR	\$99,886	Trustee	\$8,156	\$8,141	2024
The Children's Center For Science &	OH	\$96,659	Executive Director - Non-voting	\$374	\$425	2024
The Cappies Inc	VA	\$99,934	Technology Officer/cfo	\$20,000	\$21,370	2023
Noise Salon Inc	MA	\$100,002	Executive Director/ Treasurer	\$15,914	\$15,826	2023
Beverlys Exhibitions Corp	NY	\$96,523	Creative Director	\$6,100	\$6,100	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NY cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT	513 organizations. Compensation range \$1–\$479,158; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$98,276); for reference, expenses \$80,719 and assets \$196,637.
ROLE MATCH	Menachem Weiss, reported title " <i>Director, CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	36 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	32 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Menachem Weiss) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 513 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 36th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.